



**COUNTY OF LOS ANGELES  
DEPARTMENT OF AUDITOR-CONTROLLER**

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ALAN T. SASAKI  
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August 5, 1999

TO: Audit Committee

FROM: Alan Sasaki  
Auditor-Controller

SUBJECT: **SUNSET REVIEW FOR THE LOS ANGELES COMMISSION FOR WOMEN**

**RECOMMENDATION**

The Audit Committee recommend to the Board of Supervisors (Board) that the Los Angeles County Commission for Women's sunset review date be extended to August 1, 2003.

**BACKGROUND**

The Los Angeles County Commission for Women (Commission) was established and has been continued by Board order pursuant to Chapter 3.64 of the Los Angeles County Code. The Board approved sunset review date for the Commission was August 1, 1999.

The Commission's mission is to represent the special interests and concerns of women of all races, ethnic and cultural backgrounds, religious convictions, social circumstances, and sexual preference. Its duties include the following:

- a. Study and/or investigate by means of meetings, conferences, public hearings or forums, conditions which allegedly demonstrate discrimination or prejudice because of sex, marital status and sexual preference;
- b. Provide a coordinating function with respect to the activities of the many community groups and organizations working for the equal rights and special concerns of women;
- c. Research, prepare and disseminate information in the field of sex discrimination and prejudice, and advise the residents of the County, the Board of Supervisors, and the departments and agencies of the County, or other organizations and

institutions, on matters involving the needs of women or relating to discrimination and prejudice on account of sex, marital status or sexual preference;

- d. Investigate complaints, or initiate its own investigations of practices of discrimination and instances of prejudice against any person because of sex, marital status or sexual preference;
- e. Recommend necessary procedures, programs or legislation to promote and ensure equal rights and opportunities for all women;
- f. Submit a report of Commission activities to the Board of Supervisors at least once each calendar year;
- g. Develop and maintain a talent bank of women which can be used in a variety of ways, including assisting the Civil Service Commission in recruiting qualified women to serve as members of qualification appraisal boards and in nominating qualified women for appointment by the Board of Supervisors to vacancies on boards and commissions;
- h. Provide a coordinating function with respect to the activities of County departments and commissions involved in women's problems, and the many community groups and organizations working for the equal rights and special concerns of women.

Total membership of the Commission is fifteen, three nominated by each Supervisor. The Commission meets once or twice a month and members receive \$25 for each meeting attended.

### **JUSTIFICATION**

The Commission for Women advises the Board on all issues affecting women. During this review period, the Commission developed an Employee Domestic Violence Survey to determine the magnitude of domestic violence among female County employees. This study was conducted because of the high domestic violence costs incurred by the County in terms of medical, health, court, law enforcement, prosecution, incarcerations and children's services. The results of the survey were compiled into the Domestic Violence Survey of Los Angeles County Female Employees Report, which was submitted to the Board in October 1998. In addition, the Commission worked with the Office of Affirmative Action Compliance and County departments to address problems with sexual harassment and discrimination in the County workplace.

The Commission was also instrumental in the passage of legislation to provide health coverage for breast cancer and related services and it joined the National Breast Cancer Coalition's efforts to obtain more funding for breast cancer research. In addition, the Commission participated in monitoring and reporting on the garment industry's sweatshop abuses. Also, on the recommendation of the Commission, the

Board of Supervisors urged Governor Wilson to review for clemency/commutation of sentence all cases of incarcerated women who fit the battered women guidelines established by a California Supreme Court ruling. Governor Wilson granted clemency to three such women.

During the next year, the Commission will sponsor the 1<sup>st</sup> annual 5K Run/Walk and Health Expo for Girls At Risk. In addition, the Commission will hold its 15<sup>th</sup> Annual Awards Luncheon. Proceeds from this event will be used to support the Commission's outreach efforts and activities.

In the future, the Commission will continue to represent the special interests/concerns of women of all races, ethnic and cultural backgrounds. The Commission will also continue to work with the Affirmative Action Compliance Office to address problems with sexual harassment and discrimination in the County. In addition, the Commission will continue to make recommendations to the Board in the furtherance of women's rights and their economic security.

Please call me if you have any questions.

ATS:PTM:DR  
Attachments

c: Ruth V. Creary, President, Commission for Women  
Khanh Nguyen, Assistant Manager, Commission Services

COMMISSION SUNSET REVIEW  
LOS ANGELES COUNTY COMMISSION FOR WOMEN  
REVIEW COMMENTS

**Mission.** (Does the mission statement agree with the Board of Supervisors' purpose and expectations?)

Stated mission is as set forth in the ordinance creating the Commission.

**CONCUR**

**Section 1. Relevancy.** (Is the mission still relevant and in agreement with the Board of Supervisors' purpose and expectations?)

The Commission advises the Board on all issues affecting women and serves as a link to the Board's understanding of and sensitivity to the needs of the women's community. **RELEVANT**

**Section 2. Meetings and Attendance.** (Are required meetings held and is attendance satisfactory?)

The Commission meets at least once a month with an average attendance of nine members per meeting. **SATISFACTORY**

**Sections 3 and 4. Accomplishments and Results.** (Are listed accomplishments and results significant?)

- Issued the Domestic Violence Survey of Los Angeles County Female Employees Report to the Board.
- Instrumental in the passage of legislation providing health coverage for breast cancer and related services.
- Joined the National Breast Cancer Coalition's efforts for more funding for Breast Cancer Research.
- Held a conference to promote education and treatment of osteoporosis.
- Regularly met with women's groups from other countries to discuss and share information on women's issues.
- Continued working with the Office of Affirmative Action Compliance and County departments to address problems with sexual harassment and discrimination in the County workplace.
- Participated in the STOP Family Violence Advisory Committee and made recommendations to the Board.
- On the recommendations of the Commission, the Board of Supervisors urged Governor Wilson to review for clemency/commutation of sentence all cases of incarcerated women who fit the battered women guidelines established by a California Supreme Court ruling. Governor Wilson granted clemency to three such women during his tenure.
- Presented testimony to the Board to oppose any and all attempts to end affirmative action (the Board voted to oppose Proposition 209).
- Participated in monitoring and reporting on the garment industry's sweatshop

abuses.

- Worked with the Fire Chief to increase the number of women in the Fire Fighter applicant pool. **SIGNIFICANT**

**Section 5. Objectives.** (Are the objectives compatible with the mission and goals and relevant within the current County environment?)

The Commission's objectives are:

- To continue to represent the special interests and concerns of women of all races, ethnic and cultural backgrounds, religious convictions, social circumstances, and sexual orientation.
- To continue working with the Affirmative Action Compliance Office and County departments to address problems with sexual harassment and discrimination in the County as well as gender bias in the courts and schools.
- To continue working to promote equality for all women in the County.
- To make recommendations to the Board in the furtherance of women's rights and their economic security. **RELEVANT**

**Section 6. Resources.** (Are the resources utilized by the entity in support of the entity's activities warranted in terms of the accomplishments and results?)

The Commission for Women has no budget. Staff support is provided through the Commission Services Division of the Executive Office of the Board of Supervisors.  
**WARRANTED.**

**Section 7. Recommendation.**

**EXTEND THE SUNSET REVIEW DATE FOR THE COMMISSION FOR WOMEN TO AUGUST 1, 2003.**

**SUNSET REVIEW EVALUATION FORM  
FOR USE BY  
COMMISSIONS, COMMITTEES AND TASK FORCES**

**Organization Name:** Los Angeles County Commission for Women

**Contact Person:** Khanh Nguyen, Assistant Manager, Commission Services

**Mission:** To represent the special interests and concerns of women of all races, ages, ethnic and social backgrounds, religious convictions, sexual orientation and social circumstances and to make recommendations to the Board of Supervisors for the protection of women's rights and in the advocacy of equality in all aspects of their lives.

**Requested Sunset Date:** August 1, 2003

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**Section 1. How Does the Mission of the Organization Remain Relevant in the Current County Environment?**

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The mission of the Commission for Women remains relevant by constant and close communication with the women of the County through the following: bi-monthly Commission meetings; various monthly Committee meetings; community meetings within each of the supervisorial districts; numerous Commissioner outreach activities; various informative mailings to the community; and daily contact by constituent phone calls. In addition, the Commission establishes partnerships with various women's organizations, public/private agencies and community-based groups through numerous projects, i.e., the Women's Health Policy Summit, Older Women's Conference, Women's Appointment Collaboration, 5K Run/Walk for Girls At Risk, and the Convention of the Association of California Commissions for Women. The Commission serves as a link to the Board's understanding of and sensitivity to the needs of the women's community by assimilating information from various sources and making recommendations to the Board on issues of interest to women as well as policies, programs, and legislation affecting women and their families.

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**Section 2. Meetings and Attendance**

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**Meetings Required:** Bi-monthly

**Scheduled:** 84<sup>1)</sup>                      **Held:** 80<sup>2)</sup>

**Date of last meeting:** 05/24/99

**Average attendance per meeting:** 10

**Membership:** 15<sup>3)</sup>

1) Some Regular Monday meeting dates fell on holidays

2) Meeting Cancellations

3) There is one current vacancy

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**Sections 3 and 4. Identify the Organization's Accomplishments and Results**

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- **Domestic Violence Survey / Survey Report:** The Domestic Violence Committee concluded that domestic violence-related costs to the County are significant in terms of medical, health, court, law enforcement, prosecution, incarceration and children's services. In an effort to determine the magnitude of the problem among women County employees, the Committee developed and distributed an Employee Domestic Violence Survey in September of 1997. The results were compiled into the *Domestic Violence Survey of Los Angeles County Female Employees Report* which was submitted to the Board on October 13, 1998. In an outgrowth of the Report, Supervisor Yaroslavsky introduced a motion to create a L.A. County Domestic Violence Assistance Program Task Force on May 6, 1999 to determine the feasibility of implementing a worker domestic violence program within the County of Los Angeles.
- ✓• **Domestic Violence Handbook: The Facts:** Due to the public's need for domestic violence information and referral sources, the Commission, in concert with Peace at Home, Inc., developed and distributed an informative handbook containing the definition, myths, facts and statistics on domestic violence, suggestions for help, hotline phone numbers, etc. Through various fund raising efforts, the domestic violence handbook, available in English and Spanish, has been reprinted twice, and efforts are continuing to raise funds for additional printings in other languages.
- ✓• **1997 Women's Health Policy Summit and Summit Report:** With the collaboration and participation of the Los Angeles County Commissions on Public Health and Hospitals, health care providers and numerous health centers, women's foundations, councils and organizations, the Commission convened the 1<sup>st</sup> Women's Health Policy Summit on April 3, 1997. The extensive research and input from the health care participants formed the basis for an in-depth, 203 page report with 101 recommendations to improve the health of women in the County. The report was accepted by the Board of Supervisors on April 28, 1998 and was distributed to 250 Summit participants as well as the L.A. County elected officials in Congress and the State Legislature and over 300 health care stakeholders. The Summit was recognized with an award from the Productivity and Quality Commission in October 1998.
- ✓• **Establishment of the Office of Women's Health in the Department of Health Services:** One of the 101 recommendations from the 1997 Women's Health Policy Summit was the establishment of an Office of Women's Health within the L.A. County Department of Health Services. This recommendation was supported by the Board of Supervisors and as a result the Office of Women's Health was established in August 1998.
- ✓• **1999 Women's Health Policy Summit:** The 2<sup>nd</sup> Women's Health Policy Summit, convened by Supervisors Burke and Molina, the Commission for Women, the Department of Health Services and Kaiser Permanente, was held on May 20<sup>th</sup> at the Regal Biltmore Hotel. The summit topic was "Enhancing Women's Health Care Access Through Partnerships: Building Blocks for Action." The summit was preceded by a Research Conference on Women's Health on May 19<sup>th</sup> with a program focused on "Setting Priorities: Translating Women's Health Research Into Action".
- ✓• **Legislation Recommended to the Board of Supervisors:** The Legislative Committee researches the need for legislation regarding women's issues, reviews current and pending legislation affecting women and submits recommendations to the Board. Legislation recommended to the Board included health care coverage, access to care and violence against women. Most significantly, the Commission was instrumental in the passage of legislation providing health coverage for breast cancer and related services. In addition, the Commission has actively participated, for three consecutive years, in the Women in Action Lobby Day in Sacramento by collaborating with many women's organizations in the advocacy of issues of vital interest to women.
- **National Breast Cancer Coalition:** Joined the Coalition's efforts for more funding for Breast Cancer Research by circulating support petitions and recommending to women that they perform a monthly breast self-examination.

- ✓ • **Older Women's Issues Conference:** The Older Women's Issues Committee held a day-long conference, attended by approximately 400 women of varied ethnicity, at the Hall of Administration, co-sponsored by the Board, on October 17, 1998. The conference, entitled "*Older Women: Empowering Your Life, 2000 and Beyond*", included workshops on: Retirement Planning, Grandparents as Parents, Elder Abuse, What Are My Rights, Who's Managing Your Care, Taking Charge of Your Life, etc. Supervisors Burke, Knabe and Yaroslavsky gave welcome greetings. The Committee worked cooperatively with the County Aging Advisory Council and the State and National Foundations to promote education and treatment of osteoporosis.
- ✓ • **Education Committee:** Through this Committee, the Commission participated in the 1999 Ending Violence Against Women Conference, March 11, 1999, held at Cal State Northridge; worked with students of Cleveland High School on NOW's national domestic violence-related Clothesline Project, and participated in the "Denim Day in L.A." April 20, 1999 event and press conference to protest antiquated and harmful attitudes about rape.
- ✓ • **The Media/Public Relations Committee** has conducted media campaigns for all of the Commission's special events utilizing print and electronic placements with network and TV coverage. Other public relations activities include media interviews resulting in articles appearing in the "Business Life" magazine, the "Arcadia Weekly" newspaper and other publications.
- **Annual Women of the Year Awards Luncheon:** For the past 14 years, the Commission has recognized many outstanding women throughout Los Angeles County for their commitment and unequivocal contributions in the advocacy of women's rights. This popular luncheon, held annually during Women's History Month, is the Commission's primary fund-raising event and is attended by 500-600 individuals from supporting corporations, agencies, and communities.
- ✓ • **Community Meetings:** The Commission has held community meetings in four Supervisorial Districts: the 2<sup>nd</sup> District June 22, 1998 meeting, which was hosted by Sony Pictures Entertainment, focused on "Child Custody Disputes and its Impact on Women and Their Families"; the 3<sup>rd</sup> District meeting was held on May 12, 1997 at West Hollywood Park with a program topic of "Building a Community Responsive for Women who are Victims of Sexual Assault"; the 4<sup>th</sup> District meeting which was held on October 5, 1998 addressed issues of Domestic Violence; and the 5<sup>th</sup> District meeting was held on September 8, 1997, at the Valencia Hilton Hotel, featuring a theme on "Building a Healthy Community". The 1<sup>st</sup> District meeting will be held later this year.
- ✓ • **President's Interagency Council on Women Satellite Conference:** The Commission co-sponsored the September 28, 1996 nation-wide event and participated at various conference sites in Los Angeles (Cal State Northridge, Downtown Los Angeles, Valley College, Santa Monica College). This satellite conference, spearheaded by First Lady Hillary Rodham Clinton, allowed local women to have a national and international dialogue with other women on critical issues addressed at the Beijing U. N. Conference on Women, such as the elimination of all forms of discrimination against women and women's health. The Women's Health Policy Summit was an outgrowth of discussions held during this conference.
- ✓ • **Outreach to the International Women's Community:** The Commission regularly meets with women's groups from other countries to discuss and share information on women's issues, such as the social and economic empowerment of women, sexual harassment, and female genital mutilation. The most recent meeting was with women leaders from Syria.
- **Los Angeles Women's Appointment Collaboration:** The Commission participated in workshops on How to Get Appointed to Commissions and events sponsored with the Junior League of Los Angeles.



- **Sexual Harassment:** 1) Continued working with the Office of Affirmative Action Compliance and County departments to address problems with sexual harassment and discrimination in the County workplace; 2) Supported the Board in their efforts to investigate the e-mail attacks on female Sheriff's Deputies; and 3) Participated in the Office of Affirmative Action Compliance's sexual harassment training in July 1996 .
- **Child Custody Committee:** The Committee was formed in response to testimony given at the Commission's Second District Community Meeting in 1998. It has begun to investigate how women are treated by the judicial system as they move through family law, dependency, criminal and child custody proceedings; determine if and how their rights have been abrogated; and recommend policies and procedures to provide assistance and protection to women and their children.
- **STOP Family Violence Advisory Committee:** The Commission is a participant in this Sheriff's Department Advisory Committee and has made recommendations to the Board. The Commission is also a member of the Domestic Violence Planning Group with the Municipal Court of California, Los Angeles Judicial District.
- ✓ • **Prostitution Issues Committee:** This Committee was formed in order to study the problem of prostitution in Los Angeles County by working with various government and private agencies, representatives from prevention programs, individuals actively involved in the sex industry, etc. In its 1996 report, the Committee identified both socio-economic and environmental conditions which lead individuals into street prostitution. The report is now being updated. Also, the Committee has been working on securing donated funds for an 800 number for referral programs, transport vans and a drop-in help and referral center to be located in Hollywood. In addition, the Committee will collaborate with its Vice Chair, Candy D'Amato of the California Department of Corrections, to develop a workable plan to assist incarcerated prostitutes upon their release.
- ✓ • **Mothers in Prison, Children in Crisis Rally:** For the last three years, the Commission has supported the Mothers in Prison, Children in Crisis Rally to call attention to the problems the children of incarcerated women face and to raise public awareness about the social and economic consequences of more women being imprisoned and expansion of substance abuse treatment programs for those not imprisoned.
- **Battered Women's Syndrome:** The Board of Supervisors, on the recommendation of the Commission, wrote to Governor Wilson urging him to review for clemency/commutation of sentence all cases of incarcerated women who fit the battered women guidelines established by a California Supreme Court ruling. Governor Wilson granted clemency to three such women during his tenure.
- **Statewide "No on Proposition 209" Campaign:** 1) Co-sponsored a Junior League Forum on Prop 209 at the Pacific Design Center; 2) presented testimony to the Board to oppose any and all attempts to end affirmative action (the Board voted to oppose Proposition 209); 3) Co-sponsored *Women Make the Difference Rally to Benefit the No on Proposition 209* (CCRI) Campaign on October 9, 1996; and 4) Participated in various activities in opposition to Prop. 209 with the Feminist Majority Foundation, National Association of Business Owners, etc.
- ✓ • **Sweatshops:** The Commission participates, along with the state-wide organization *Sweatshop Watch*, in monitoring and reporting on the garment industry's sweatshop abuses.
- ✓ • **Hiring of Women Fire Fighters:** The Commission has worked with the Fire Chief to increase the number of women in the Fire Fighter applicant pool. The number of women applicants has increased significantly over previous years and the department has been actively outreaching to recruit women for future exams.
- ✓ • **National Association of Counties Multi-Cultural Diversity Award:** The Commission was recognized on August 12, 1997, for its role in the Interdepartmental Diversity Team.

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**Section 5. What Is the Organization's Objectives for the Upcoming Evaluation Period?**

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In accordance with the Commission's Ordinance, the Commission will continue to represent the special interests and concerns of women of all races, ethnic and cultural backgrounds, religious convictions, social circumstances, and sexual orientation; continue working with the Affirmative Action Compliance Office and County departments to address problems with sexual harassment and discrimination in the County as well as gender bias in the courts and schools; continue working to promote equality for all women in the County, Gender Equity in education and employment; and make recommendations to the Board in the furtherance of women's rights and their economic security.

**Projects are being implemented:**

- \*1<sup>st</sup> Annual 5K Run/Walk and Health Expo for Girls At Risk (September 1999)
- \*1999 Convention of the Association of California Commissions for Women (August 1999)
- \*15<sup>th</sup> Annual Awards Luncheon (March 2000); the proceeds of which are used to support the Commission's outreach efforts and activities

**Projects are under consideration:**

- \*The 3<sup>rd</sup> Women's Health Policy Summit
- \*The 2<sup>nd</sup> Annual Conference on Middle Age and Older Women
- \*The Development of the Commission's Web Site/Page

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**Section 6. Identify the Organizations' Use of Resources (Inputs) over the Evaluation Period.**

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The Commission for Women has no budget. Staff support is provided through the Commission Services Division of the Executive Office of the Board of Supervisors.

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**Section 7. Recommendation**

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Women, over the years, have made significant gains toward true equality in society. However, this goal has not been fully achieved and there are many problems and obstacles that remain to be addressed. The Commission will strive not only to maintain these gains, it will also continue working vigorously to bring about societal changes that are of significant benefit to all women of this County.

It is inconceivable to foresee that the interests, concerns, and needs of women in Los Angeles County will cease to exist. The work of the Commission, firm in its resolve to bring about true equality for all women in this County, is essential. Therefore, it is recommended that the County Commission for Women's Sunset Review date be extended to August 1, 2003.

## Commission for Women

NOMINATED BY		TERM EXPIRES AUGUST 29
Molina	Ms. Sophia Esparza (F) Date of Appointment: 03/02/1999	2000
Molina	Ms. Olivia G. Rodriguez (F) Date of Reappointment: 10/06/1998	2000 4th Term
Molina	* Brenda C. Smith, M.D. (F) Date of Appointment: 06/01/1999	2001 1st Term
Burke	Ms. Ruth Jernigan (F) Date of Reappointment: 11/18/1997	1999 3rd Term
Burke	Ruth V. Creary, Ph.D. (F) Date of Appointment: 07/25/1995	President 1996
Burke	Ms. Yolanda Becerra-Jones (F) Date of Appointment: 03/09/1999	2000 1st Term

(Continued)

\* Change  
Revised 06/01/1999

TERM EXPIRES  
AUGUST 29

## NOMINATED BY

Yaroslavsky	Ms. Barbara Perkins (F) Date of Reappointment: 12/16/1997		1999 1st Term
Yaroslavsky	Ms. Roslyn Reisel Cooperman (F) Date of Appointment: 10/13/1998		2000 1st Term
Yaroslavsky	Vacant		2000
Knabe	Ms. June Dunbar (F) Date of Reappointment: 03/03/1998		2000 5th Term
Knabe	Janet Elliot Mummey, Esq. (F) Date of Reappointment: 03/10/1998	Vice President	1999 3rd Term
Dana	Ms. Anita Lugo King (F)		1992 1st Term

(Continued)

TERM EXPIRES  
AUGUST 29

NOMINATED BY

Antonovich      \* Ms. Susan Carpenter McMillan (F)

1991

Antonovich      \* Ms. Reiko K. Duba (F)  
Date of Reappointment: 01/05/1999

2000  
2nd Term

Antonovich      \* Ms. Lila Morgan (F)  
Date of Appointment: 07/07/1998

2000  
1st Term

Ms. Violet Varona  
Manager, Commission Services  
Executive Office, Board of Supervisors  
County of Los Angeles  
500 West Temple Street, Room 383  
Los Angeles, California 90012

Contact  
(B) (213) 974-1431  
(R)

**COMMISSION FOR WOMEN  
ATTENDANCE RECORD**

Commissioner	Nominated by	9/30/96	12/31/96	3/31/97	6/30/97	9/30/97	12/31/97	3/31/98	6/30/98	9/30/98	12/31/98	3/31/99	6/30/99	Totals	% Attended
Number of meetings per Quarter		6	3	4	5	5	3	4	5	6	4	5	6	56	
Theresa Montano	Molina	1	2	1	1	1	1	1						8	27%
Sophia Esparza	Molina											1	3	4	57%
Olivia G. Rodriguez	Molina	6	3	4	5	4	3	4	5	5	4	4	6	53	95%
Vacant	Molina													0	0%
Brenda C. Smith	Molina												1	1	100%
Ruth Jernigan	Burke	4	3	3	4	5	2	4	3	6	3	3	5	45	80%
Ruth V. Creary	Burke	5	2	4	5	5	3	4	5	5	3	5	5	51	91%
Yolanda Becerra-Jones	Burke											1	6	7	100%
Kathleen A. Torres	Hahn	6	3	3	5	5	1	4	5	6	3			41	91%
Barbara Perkins	Yaroslavsky	6	3	3	4	4	2	3	3	5	2	4	4	43	77%
Tammy Bruce	Yaroslavsky	2	1	0	0	0	0	0	0	0				3	7%
Roslyn Reisel Cooperman	Yaroslavsky										4	5	6	15	100%
Sandra Klasky	Yaroslavsky	4	3	3	3	3	1							17	65%
Annie E. Cho	Yaroslavsky									1	1			2	33%
June Dunbar	Dana	5	3	4	5	5	3	4	5	6	4	5	6	55	98%
Janet Elliott Mummey	Dana	3	3	3	5	5	3	3	5	5	4	5	5	49	88%
Anita Lugo King	Dana	0	0	0	0	0	0	0	0	0	0	0	0	0	0%
Susan Carpenter McMillian	Antonovich	3	1	2	1	0	1	0	0	2	1	3	3	17	30%
Reiko K. Duba	Antonovich	6	3	4	5	5	3	1	5	3	3	4	3	45	80%
Lila Morgan	Antonovich									5	4	4	5	18	86%
Peggy J. Freeman	Antonovich	3	2	3	5	3	0	0	0					16	46%
Totals		54	32	37	48	45	23	28	36	49	36	44	58	490	

Average Attendance per Meeting - - - - - >

8.8